

Comparison Report

Alex Bradley

Working with **Gracie Lee**

Wednesday, August 21, 2019

This report is provided by:

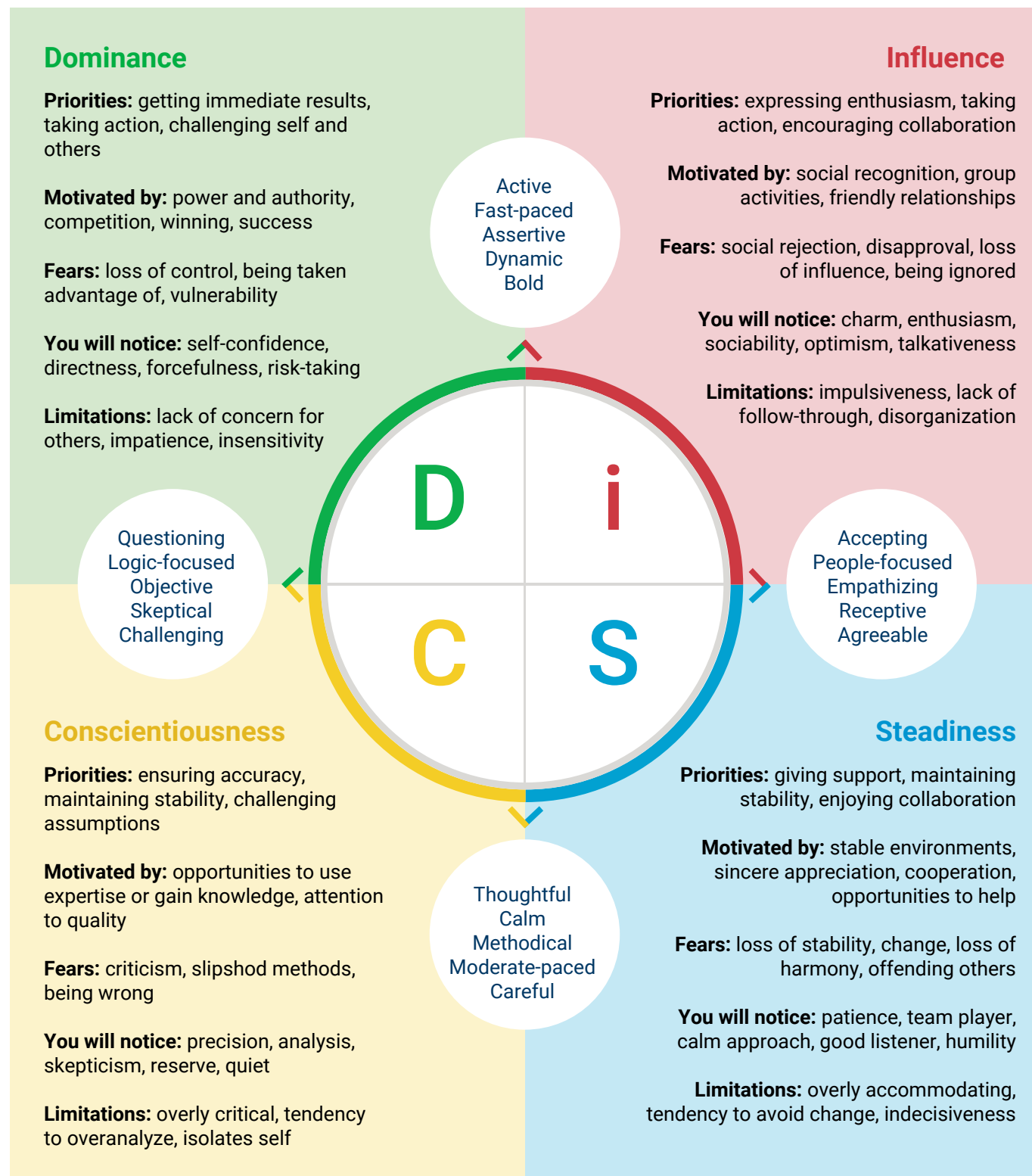
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WILEY

Welcome Back

Alex, this report is designed to help you better understand Gracie Lee and to build a more effective working relationship between the two of you. All of the information is derived from the responses that you and Gracie gave when answering your Everything DiSC® profiles. Once again, you'll be using the Everything DiSC Map. Here's a quick refresher on the four DiSC® styles.



Comparing DiSC Styles

HOW YOU AND GRACIE FIT ON THE EVERYTHING DiSC® MAP

The eight words shown around the Everything DiSC® Map shown below are priorities that people use in their work that affect their relationships with others.

● Alex

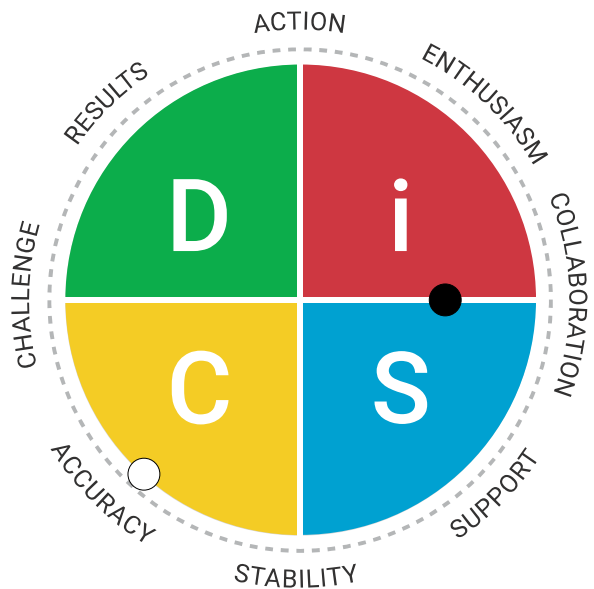
You emphasize:

- COLLABORATION
- SUPPORT
- ENTHUSIASM
- ACTION
- ACCURACY

○ Gracie

Gracie emphasizes:

- ACCURACY
- STABILITY
- CHALLENGE



WHAT IS THE MOTIVATION FOR THEIR BEHAVIOR?

Typically, people emphasize the three priorities that are closest to their dot on the DiSC circle. However, sometimes a person can expand beyond the typical priorities to include additional priorities. You expand beyond your typical priorities to include two extra priorities. Gracie's priorities are typical of the C style.

Typical of your Si style, you focus on:

- Making connections and **Collaborating** with coworkers.
- Maintaining **Enthusiasm** and an upbeat attitude.
- Meeting people's needs and offering **Support**.

In addition, you also focus on:

- Initiating **Action** and maintaining a quick pace.
- Working with precision and **Accuracy**.

Typical of Gracie's C style, Gracie focuses on:

- Delivering **Accuracy** and quality.
- Working carefully to maintain **Stability**.
- Analyzing and **Challenging** new ideas.

As you can see by the map above, your positions on the map are very far apart. This doesn't necessarily mean that the two of you don't have anything in common, or even that you will have any problems working together. The next pages will give you an opportunity to explore your similarities and differences, and to see how these might translate to strengths or challenges.

Patient > Driven

DISCOVER

When it comes to urgency, people naturally have differences in how patient or driven they are. Because you tend to take a hard-charging approach, you may have trouble relating to those who are more peaceful and even-tempered. Depending on the needs of the situation and who you are interacting with, you may find that your driven nature has its advantages and disadvantages.

- Patient individuals may prefer more lead time on projects.
- Driven individuals may prefer to set aggressive timelines.
- Behaviors on both ends of the continuum are valuable.



You're very driven; Gracie is very patient.

Alex, compared to Gracie, you're more likely to be lively and high-spirited.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

- Tends to urge others to move quickly
- Tends to get annoyed by others who seem to lack urgency
- May come across as impatient at times

Gracie's tendencies:

- Tends to be uncomfortable pressuring others
- Tends to calmly accept delays
- May come across as lacking urgency

APPLY

Potential roadblocks when working with Gracie:

- Gracie is more likely to remain calm, so your approach may come across as impatient.
- You may think Gracie lacks a sense of urgency.

Potential benefits of you and Gracie working together:

- Your focus on swift results may help resolve problems more quickly.
- Gracie's easygoing approach may help keep tension low and contribute to quality outcomes.

Tips for working with Gracie:

- Express a sense of urgency but avoid pressuring Gracie.
- Point out situations where a bit more urgency could pay off.
- Consider whether Gracie's more patient approach may be appropriate for the situation.

Skeptical > Accepting

DISCOVER

When it comes to evaluating ideas and situations, some people are more accepting, while others are more skeptical. You tend to be receptive to new ideas and information, whereas other people are more questioning. Your accepting nature has its advantages and disadvantages, depending on the needs of the situation.

- Accepting individuals may focus on advantages.
- Skeptical individuals may focus on the disadvantages.
- Behaviors on both ends of the continuum are valuable.



You're very accepting; Gracie is very skeptical.

Alex, compared to Gracie, you are more likely to be agreeable and cooperative.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

- Tends to validate other people's ideas whenever possible
- Tends to expect things to go smoothly
- May come across as too trusting at times

Gracie's tendencies:

- Tends to question and test other people's ideas
- Tends to anticipate and plan for what could go wrong
- May come across as overly critical at times

APPLY

Potential roadblocks when working with Gracie:

- You may think that Gracie comes across as too cynical.
- Gracie may think that you don't ask enough critical questions.

Potential benefits of you and Gracie working together:

- Gracie's skepticism may help uncover potential problems.
- Your receptivity may help others feel comfortable sharing ideas.

Tips for working with Gracie:

- Be ready with facts and evidence in case Gracie has questions.
- Avoid endorsing Gracie's ideas at the expense of your own opinions.
- Explore alternatives that take both of your points of view into consideration.

Calm > Energetic

DISCOVER

When it comes to pace, some people are naturally calm, while others are more energetic. You probably like to work at a dynamic pace, whereas some people prefer to do things more methodically. You may find that your preference for an energetic pace is more appropriate in some situations than in others.

- Calm individuals may want to provide reliable outcomes.
- Energetic individuals may aim for quick turnarounds.
- Behaviors on both ends of the continuum are valuable.



You're somewhat energetic; Gracie is very calm.

Alex, both you and Gracie are probably modest and soft-spoken.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

- Tends to prefer working at a fairly fast pace
- Tends to be comfortable with lots of activity and tight deadlines
- May come across as a bit too hasty at times

Gracie's tendencies:

- Tends to prefer working at a measured pace
- Tends to dislike last-minute deadlines or sudden changes
- May come across as overly cautious at times

APPLY

Potential roadblocks when working with Gracie:

- Gracie may think that you move too quickly and miss important details.
- You may become frustrated with Gracie's cautious pace.

Potential benefits of you and Gracie working together:

- Gracie pays close attention to how much time is needed to do things right.
- You are comfortable working under pressure and tight deadlines.

Tips for working with Gracie:

- Work together to set timelines that you're both comfortable with.
- Match Gracie's more methodical pace when situations call for caution or accuracy.
- Let Gracie know when you feel strongly that more urgency is called for.

Daring > Careful

DISCOVER

When it comes to taking risks, some people are naturally daring, while others tend to be more careful. You probably like to exercise caution, while others who you interact with may be more bold and adventurous. In some situations, your careful approach will be quite effective, while in others, it may create limitations.

- Careful individuals may want to take things slowly.
- Daring individuals may want to charge ahead.
- Behaviors on both ends of the continuum are valuable.



You're somewhat careful; Gracie is very careful.

Alex, compared to Gracie, you tend to prefer a somewhat faster, livelier pace to get quicker results.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

- Tends to think things through thoroughly before making a major change
- Tends to look first at well-tested methods and solutions
- May come across as somewhat closed-minded at times

Gracie's tendencies:

- Tends to see major changes as risky or stressful
- Tends to rely on well-tested methods and solutions
- May come across as closed-minded at times

APPLY

Potential roadblocks when working with Gracie:

- You both may be too safe at times and miss out on potential breakthroughs or rewards.
- You and Gracie probably reject riskier solutions, even if they could prove to be more efficient.

Potential benefits of you and Gracie working together:

- Your shared caution probably keeps unpleasant surprises to a minimum.
- You and Gracie probably choose reliable solutions, which leads to consistent outcomes.

Tips for working with Gracie:

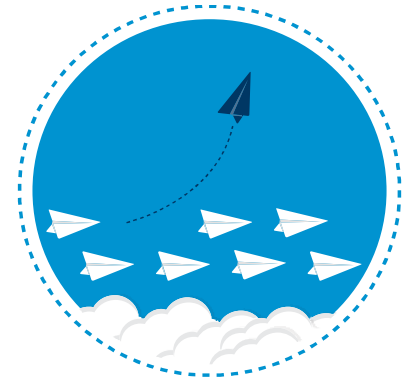
- Make an effort to spend time evaluating more adventurous solutions.
- Ask each other whether a plan is truly risky or if it's the idea of change that makes you uncomfortable.
- Consider getting input from less cautious colleagues before the two of you dismiss an idea.

Accommodating > Strong-willed

DISCOVER

When it comes to temperament, some people are more accommodating, while others are more strong-willed. You tend to be persistent—perhaps even stubborn at times—whereas other people are more adaptable. While your strong-willed nature can be a benefit at times, it can also put a strain on some relationships.

- Strong-willed individuals may hold firmly to their ideas.
- Accommodating individuals may defer to others.
- Behaviors on both ends of the continuum are valuable.



You're somewhat strong-willed; Gracie is somewhat strong-willed.

Alex, both you and Gracie are probably calm and even-tempered, though Gracie may be slightly more patient.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

- Tends to be hesitant to consider advice and input from others
- Tends to be fairly committed to own ideas
- May come across as a bit stubborn at times

Gracie's tendencies:

- Tends to be hesitant to consider advice and input from others
- Tends to be fairly committed to own ideas
- May come across as a bit stubborn at times

APPLY

Potential roadblocks when working with Gracie:

- The two of you may sometimes experience conflict over what could be considered trivial issues.
- You both may disregard each other's opinions and miss out on valuable input.

Potential benefits of you and Gracie working together:

- Your shared persistence may help the two of you surmount obstacles.
- Your mutual tenacity helps ensure that any issues the two of you discuss will be fully explored.

Tips for working with Gracie:

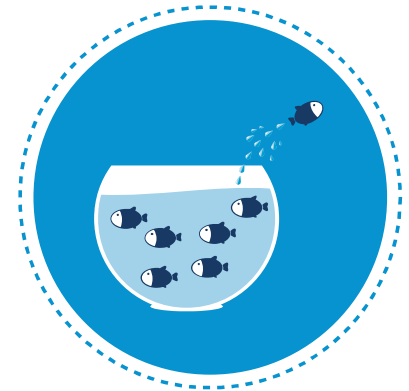
- Look for opportunities to compromise.
- Initiate an open discussion of your opinions rather than remaining steadfast in your beliefs.
- Find a constructive way to evaluate your differences, such as listing the pros and cons.

Outgoing > Private

DISCOVER

When it comes to work preferences, people's natural tendencies to be private or outgoing play a role. Much of the time, you enjoy working at quiet, solitary tasks, whereas other people feel the need to be more social and collaborative. Your tendency to be private can have pluses and minuses depending on the situation and the people you work with.

- Private individuals may prefer to work independently.
- Outgoing individuals may prefer to collaborate.
- Behaviors on both ends of the continuum are valuable.



You're very private; Gracie is very private.

Alex, both you and Gracie are probably calm and even-tempered.

PERSONALIZE

Put a checkmark in the box if you agree, an X if you disagree, and a ? if you're not sure.

Alex's tendencies:

- Tends to avoid social situations that require meeting a lot of new people
- Tends to be very comfortable working independently
- May come across as reserved and difficult to evaluate

Gracie's tendencies:

- Tends to avoid social situations that require meeting a lot of new people
- Tends to be very comfortable working independently
- May come across as reserved and difficult to evaluate

APPLY

Potential roadblocks when working with Gracie:

- Others might view your shared preference to work alone as too cold or aloof.
- Because you both may be reluctant to collaborate, you could miss out on significant ideas that reflect multiple perspectives.

Potential benefits of you and Gracie working together:






- You and Gracie are probably comfortable working independently for long periods of time.
- You both probably appreciate each other's desire for personal space.

Tips for working with Gracie:

- Ask how Gracie likes to be approached (phone call, email, etc.).
- Schedule times to touch base to make sure you're aligned.
- Agree to work collaboratively when multiple perspectives could lead to better outcomes.

Reflection & Dialogue

Rank the six pairs of traits by MOST (1) to LEAST (6) IMPORTANT when it comes to improving your relationship with Gracie. Then, take some time to reflect on and discuss opportunities for improvement.

RANK	TRAIT	REFLECTION & DIALOGUE
	<p>You're very driven; Gracie is very patient.</p> 	
	<p>You're very accepting; Gracie is very skeptical.</p> 	
	<p>You're somewhat energetic; Gracie is very calm.</p> 	
	<p>You're somewhat careful; Gracie is very careful.</p> 	
	<p>You're somewhat strong-willed; Gracie is somewhat strong-willed.</p> 	
	<p>You're very private; Gracie is very private.</p> 